

Outlook

The University of Maryland at College Park Faculty and Staff Weekly Newspaper • Volume 10 Number 18 • February 20, 1996

Three Government and Politics Majors Named Truman Finalists

Three university students have been named finalists by the Harry S. Truman Scholarship Foundation. Jody Kaplan, Randy Katz and Kevin Lawrence, all junior government and politics majors, are competing with 190 other finalists from across the country for the honor.



Jody Kaplan



Randy Katz



Kevin Lawrence

According to Jennifer Scott, assistant director and scholarship coordinator of the

Kaplan, who comes to the university from Rhode Island, says she has wanted to be in politics since her childhood and was drawn to the Washington area because of its work and internship opportunities. She says her parents have given her the most support and encouraged her to pursue a career in public service.

At the university, Kaplan has worked actively as president of the Maryland Student Legislature and as a member of the SGA, the Student Honor Council, Maryland Images and the President's Commission on Women's Issues. She has also worked for the Democratic National Committee organizing volunteers for the 1994 campaign and interned with Congressman Patrick Kennedy from Rhode Island. Presently, she is working two days a week at the White House, interning in First Lady Hillary Clinton's

Correspondence Office.

Katz, who is pursuing a dual degree in government and politics and environmental studies, came to the university from Massachusetts and says his faculty and education here are "incredible." He credits Eileen McLellan and Katherine Beardsley with helping him pursue the scholarship and prepare his application.

Katz is vice president of the SGA, an Honors instructor, a member of the Undergraduate Studies Student Advisory Panel and the SAVE (Students Active in Volunteer Education) Coalition and a resident assistant. He also has interned for Massachusetts Rep. Mary Jeanette Murray and the Massachusetts Student Center for Education and Research Advocacy.

Lawrence, who hails from Pennsylvania, was encouraged by his parents and his grandfather to become active in public service. He is chair of the UM System Student Council, a SGA committee chair, the Government and Politics Club president, an Honors instructor, a CARing Project volunteer

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Basketball Great Turns Dreams into Reality

Walt Williams, former Terrapin basketball star and current Sacramento Kings forward-guard, turned two dreams into reality for a special pair of sisters. Identical twins Sherlita and Sherita Hawkins became the first recipients of the Walt Williams Sr. Scholarship, which enables them to attend the University of Maryland, from which Williams graduated in 1992.

The two Riverdale sisters were awarded the four-year scholarships based on their academic promise and financial need.

Williams, pictured above center, presented the scholarship to 18-year-old Sherlita, left, and Sherita, right, at a special ceremony in the Stamp Student Union on Feb. 10. Also pictured above are Danita DeHaney, associate athletic director and President William E. Kirwan.

Williams, believed to be the youngest person in university history to endow a scholarship, established the fund in honor of his late father. The idea to endow a scholarship in his father's name "started when my father passed. He never had the opportunity to finish his education. I felt it was up to me to have a scholarship...to help people who didn't have a chance to go to college."

Campus Community Voices Opinions Concerning Domestic Partner Benefits

The granting of university benefits to domestic partners, a highly charged issue, has drawn its share of critics and supporters. Last Wednesday and Thursday, Feb. 14 and 15, both sides were given the opportunity to voice their opinions at public hearings held by the UM System Board of Regents ad hoc committee on domestic partner benefits.

A large group of faculty, staff and students gathered in the Grand Ballroom of the Stamp Student Union on the 15th to present their three-minute testimony before the committee. Five minutes were allotted for official spokespersons for recognized UMS organizations.

The ad hoc committee is charged with making recommendations to the full board regarding the extension of family benefits to domestic partners on

April 12. The public hearings were a means of gathering information before forming those recommendations, says John Lippincott, UMS associate vice chancellor for advancement.

At this point, says Lippincott, the committee is strictly in the information gathering stage. "They're looking at what issues need to be addressed and who is affected by them," he says. "Initially, the committee needs to consider all classes of employees who do not currently receive family benefits. These may include unmarried heterosexual couples as well as homosexual couples, single employees and those who take care of parents or siblings."

"In the course of the committee's work, they first need to answer whether or not the System should pro-

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Another Snow Day, Another Day to Wait for Outlook

Because the university closed early Friday due to severe weather, Outlook's production schedule was delayed. Hope you didn't miss us too much yesterday.

Environmentalists Stress Three R's

During a classroom presentation, Kevin Giguere, director of education for the Environmental Conservation Organization (ECO), dumps out the trashcan and begins to separate the contents into two piles, recyclable and unrecyclable. Only a small pile of actual garbage is put back into the trashcan because 75 percent of the "trash" is recyclable.

Giguere and members of ECO are working to educate the university about the importance of the three R's: reduce, reuse and recycle, and to encourage everyone to properly use the campus's recycling program, started in the early 1970s. All of ECO's employees are students who organize the recycling and education programs.

Recycling bins are found across campus: white bins for white paper, red bins for aluminum and tin cans, yellow bins for glass bottles and black bins for newspapers.

In their white truck, which runs on natural gas, students collect white and glossy paper, newsprint and aluminum cans. ECO schedules pick-ups for each building according to its needs and works with physical plant which collects glass for recycling. If an office requires an additional pick-up, ECO will arrange for it.

All materials are taken to the on-campus recycling center in Lot 4A. Any materials including cardboard, plastic, antifreeze and bagged clothing can be dropped off at the recycling center at any time.

ECO would like to have a more informed faculty and staff who will pass this information onto the students to further enhance campus recycling, says Giguere.

Members find problems with the current recycling program including materials not being properly sorted. As a result, time and wages are being wasted sorting materials in the yard. Also, recycling containers are being used as trash receptacles. ECO challenges the campus community to break the habit and recycle materials in their proper place.

"People do not know how to properly sort recyclable material," says Giguere. "Too many people do not know what to recycle and not to recycle."

In order to end the confusion, ECO would like to present a short talk during faculty and staff meetings, classes and student group meetings which will focus on campus recycling and overall environmental concerns, says Giguere. Talks can be of any length and ECO staff are available to combine their information with other programming, he says.

ECO encourages faculty and staff to participate in recycling and increase the efficiency of campus recycling practices.

For more information or to arrange for ECO to give a presentation, contact Giguere at 314-8345.

—KATIE CASEY

Creole and the Caribbean

Symposium Explores Languages of the African Diaspora

"Born in the Americas: Languages of the African Diaspora," a symposium, takes place on Wednesday, Feb. 28 in the Grand Ballroom Lounge of the Stamp Student Union. Beginning with an afternoon panel discussion, "Creole Languages in the Caribbean," from 3 to 5:30 p.m., the symposium culminates with an evening lecture at 7:30 p.m. by Geneva Smitherman, linguist and educator, community activist and internationally recognized scholar, who will discuss "Black Talk from the Hood to the Amen Corner."

Smitherman is currently University Distinguished Professor of English and director of the African and American Language and Literacy Program at Michigan State University in Detroit, where she also served as associate dean.

The daughter of Tennessee sharecroppers, with roots in the traditional Black church and the urban "hood," Smitherman has successfully combined academic research, teaching and publication with community involvement. She was an expert witness for parents and children in the 1979 King ("Black English") Federal court case. She also established and continues to direct "My Brothers' Keeper," a mentoring program for elementary-school age Black males in Detroit.

Smitherman's recent book, "Black Talk: Words and Phrases from the Hood to the Amen Corner," is considered by many to be a definitive dictionary of African-American vernacular.

The panel discussion features Frank Martinus Arion from the Instituto Lingwistiko Antiano, Curacao, who will talk about "The Economy of Caribbean Languages"; Marie-Josée Cerol, from the African-American Studies Program, Temple University, whose topic is "Guadeloupian vs. French: An Unstable Diglossia"; and Carolyn Cooper, from the department of English, University of West Indies, Jamaica, who will speak on "(W)uman Tong(ue): The Politics of Bilingualism in Neo-Colonial Jamaica." The panel moderator is Regina Harrison from the department of Spanish and Portuguese.

The symposium will give participants an overview of some of the creolized languages, like papiamentu, kreyol, patwah and Black English, which were developed by Africans in the

New World as they came into contact with native populations and European masters. A mixture of idioms and structures from African, native-American and European languages, these creole languages gradually became the mother tongue of the local speech community. In this symposium, the speakers will discuss their history, evolution, linguistics structure and the discursive forms of these languages. They will also address the phenomenon of crossover—that is, how these creole languages have increasingly penetrated the public domain of schools, print journalism and broadcast media.

This symposium is part of the 1995-96 program on "Negotiating Black Identities in the Caribbean and Brazil" sponsored by the Committee on Africa and Africa in the Americas and is co-sponsored by the departments of comparative literature, English, French and Spanish and Portuguese.

Themes introduced in this symposium will be continued in the March 11 panel discussion, "The Shifting of Meanings of Race in Brazil, the Caribbean and the U.S." and the April 2 performance by the Jamaican women's group, "Sistren" (co-sponsored by the Women's Studies Program).



Geneva Smitherman

Three Students Named Truman Scholarship Finalists

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and a teaching assistant for government and politics. He worked on the Glendening for Governor campaign, Gov. Glendening's Education Policy Transition Team and currently interns at the White House.

Once chosen to represent the university, the students were given three weeks to complete the application for the scholarship. Kaplan describes the process as extensive, with essays asking students to describe plans for their future. "It required you to look into yourself and where you are going," says Kaplan. Each student also had to prepare a policy statement recommending a legislative or public policy plan, says Kaplan.

The finalists, selected from 773 candidates, were contacted by the foundation during the winter break. Finalists are divided into 15 regions by hometown, and are interviewed and compete with other regional finalists for the scholarships.

A five-person panel interviewed each of the finalists about their public policy statements, goals and opinions.

Lawrence notes, "It was very challenging. They assumed nothing and questioned everything."

In Katz's case, interviewers included the former commander and chief of NATO, the former governor of Oregon, the president of Hampshire College, a former Truman scholar and the executive secretary of the Truman Foundation.

Now the finalists are "playing the waiting game," says Katz. They will learn on March 22 if they have received one of the 70 scholarships.

Katz describes the process as an incredible experience. "In this day and age, it's exciting to see so many young people interested in public service, especially when the bottom line is often making a dollar not a difference," says Katz.

People interested in public service should consider the Truman scholarship, encourages Lawrence. "With all three of our applicants as finalists this year, it proves that students from the University of Maryland can compete with the best and the brightest from around the country," he says.

Winners will receive their awards in

a ceremony at the Harry S. Truman Library in Independence, Mo., on June 2 following a week-long leadership development program at William Jewell College in Liberty, Mo.

—KATIE CASEY

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Outlook

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

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Letters to the editor, story suggestions and campus information are welcome. Please submit all material at least two weeks before the Tuesday of publication. [For calendar submissions, please see boxed information on Calendar of Events page.] Send material to Editor, Outlook, 2101 Turner Building, through campus mail or to University of Maryland, College Park, MD 20742. Our telephone number is (301) 405-4629. Electronic mail address is outlook@umdacc.umd.edu. Fax number is (301) 314-9344.

Changes at the Outlook Office

Effective Friday, Feb. 23, Outlook's editor, Jennifer Hawes, is going on maternity leave. She will return to the university and Outlook in mid-May.

In the interim, all questions and story ideas can be directed to Janet Chismar, media relations specialist and

former assistant editor of Outlook, at 405-7615. Her e-mail address is: jchismar@umdacc.umd.edu.

Outlook pledges to continue its timely coverage of university people events during this time.



Carving New Paths from School to Work

All in a Day's Work for Anne Heald and the Center for Learning and Competitiveness

A high school student in Missouri who works as a part-time, short-order cook does not have concrete plans after graduation. Meanwhile, two of his peers are taking advantage of a German-inspired apprenticeship pilot program that will prepare them for a career in high-tech printing.

Pulitzer-prize winning journalist Hedrick Smith contrasts these stories in "Pathways to Success," a video produced for the Center for Learning and Competitiveness (CLC). Headed by executive director Anne Heald, CLC explores aspects of the European school-to-work transition in order to help American states and communities design their own programs.

Heald brings considerable experience to the position. For 10 years, she directed an international exchange program focused on employment and economic development issues at the German Marshall Fund of the United States. She is an acknowledged expert on the transfer of international "best practices" in youth apprenticeship, skills training, flexible manufacturing networks and export strategies for small firms.

Heald worked as executive assistant for human resource issues to the mayor of New Orleans and was a co-founder of the Indochina Refugee Action Center in Washington, D.C. She earned her master's degree in urban and regional planning at Harvard University's John F. Kennedy School of Government and received a bachelor's degree in political science from Colorado College. She spent her early career as a teacher and community leader.

Founded in 1992 with a grant from the German Marshall Fund of the United States, CLC engages in a range of activities. The center arranges targeted study programs of international systems, undertakes strategic consultancies for organizations or government departments, leads conferences and seminars in the United States, and publishes reports highlighting the best practices and most innovative methods for system reform.

The video is just one of the tools used by CLC, housed in the School of Public Affairs, that helps policymakers, business and community leaders and educa-

tors understand what a whole school-to-work system might look like.

Close to 75 percent of students entering high school today will not go on to complete the requirements of a four-year university degree. Yet, the United States is one of the few industrialized nations that hasn't developed a system to prepare these non-degreed youth for the transition to the world of work.

According to Heald, the German apprenticeship system profiled in "Pathways to Success" offers students who do not plan to enter college several routes to successful careers in high-skill, high-wage occupations.

If you look at education systems in northern Europe and many other parts of the world, Heald says, there are a number of differences. "We have very low expectations of our students compared to our international peers. We don't have adults playing significant roles."

In northern Europe, she says, there are much stronger incentives for students to work at their own education. "We know by looking at American high schools, only the students who are motivated to go to the most selective colleges are working very hard—which is about 15 percent of the student body. About 85 percent of students aren't typically working at their own education or investing in their own future."

Employers in European countries tend to look at high school transcripts in

making job hiring decisions, Heald says.

Another difference, she adds, is that American community colleges accept almost anybody and they are swamped by having to do remedial education. The

American high school diploma has lost its value.

According to Heald, "We have only one successful track in the United States, which is going to college, whereas they have built more tracks in Europe. The university is clearly the preferred track, but one can be successful and educated and move directly into the work force without it."

She says we need to create a new vision in secondary schools that serves to motivate and educate young people and link them either to a university or to other forms of further educational training. The thrust of the school-to-work reform effort is to build stronger tracks for all students, not just the college-bound.

—JANET CHISMAR



Anne Heald serves as executive director of CLC

Sexual Equality in the Animal Kingdom

Male Bowerbirds Courtship Structure Allows Females to Escape from Advances

At a time when new rules are being written about how humans of both sexes conduct themselves, zoology professor Gerald Borgia has discovered what the bowerbirds of Australia and New Guinea have known for centuries—the best way for a male to attract a mate is by showing her a little respect.

Borgia has concluded that while female bowerbirds may consider a male's appearance and the attractiveness of his bower (an amazingly elaborate display structure used for courtship and mating) when deciding whether or not to mate, the over-riding factor that shaped the evolution of the unique behavior of bower building is whether the bower provides an easy escape route, thereby protecting her from forced sex.

Bowerbirds fascinated early explorers of Australia and New Guinea and were featured in Charles Darwin's speculations about the origins of female attraction to males and the evolution of exaggerated male sexual display. But until Borgia and his students began studying bowerbirds 15 years ago, there was little information available to understand the origins of bower building. He and his students monitored up to 30 bowers through an entire season with remote-controlled cameras in 11 species.

Their results show that in all species with bowers, the bower structure functions as a barrier that separates the male and female during courtship and allows females not ready to mate an avenue of escape. Females on the ground but not inside the bower may be attacked by males and forced to copulate. In the two species that do not build bowers, males show other kinds of behaviors that guarantee the opportunity to leave if dissatisfied with a male.

This discovery takes Charles Darwin's theory of sexual selection one step further. Darwin concluded that the attractiveness of male display traits, such as the bower, alone was the over-riding factor, which in turn directed the evolution of these display traits. But Borgia argues that there is another essential element: "If females are to choose among males, they will favor males who, all else being equal, allow them to express this choice more freely. The bower provides a 'wall of protection' for the female so that if the male comes around the bower before the female is ready to mate, she has an easy way out by simply leaving from the other end of the bower.

Thus, in a highly competitive market, males had better build not only attractive bowers and perform elaborate dancing displays, but also allow the females to view

these displays from a position where they are safe and secure."

The bowerbirds family has 16 species that build distinctive bowers. Bowders are elaborate stick structures, some more than six feet tall, that are only used for courtship and mating. Bowders are decorated with multicolored objects such as feathers, flowers, leaves, snail shells and plastic items. Some bowders are designed with two parallel walls creating a central avenue that open onto a display court, while others are like a maypole surrounded by a circular display court, sometimes covered by a hut-like structure.

Avenue bower-builders trim leaves from above the court and design the bower with a northern orientation that causes the sun to illuminate the decorated court. Maypole bower-builders form a circular rim about 40 centimeters from the pole and hang regurgitated fruit pulp near the ends of the maypole sticks. Males compete by destroying each other's bowders and stealing decorations.

The mating displays themselves are a combination of choreographed dance, performance art and chess match. The avenue bower-builder's display involves guttural chortles and squeaks, mechanical buzzing, puffing up the body, and a dance, during which some species hold a small decoration—usually a yellow leaf—in the mouth. The maypole-builder's mating display usually consists of a series of moves and counter moves designed to keep the maypole between him and the female, and several demonstrations of the male's bright orange head plume.

The average courtship lasts about four minutes and the copulation about three seconds. Borgia says that because females look for well designed and attractive bowders, the bower also allows them to 'shop around' at close range with a reduced threat of forced copulation. His study also answers the question of why male bowerbirds would want to build structures that limit their opportunities for forced copulations when males of other species have been incredibly successful in reproducing this way.

"The answer is that the protection of a bower attracts females and increases their visitation, which more than compensates a male for losing forced copulations," Borgia says. "Given that female bowerbirds choose the courts they visit, they should prefer the ones that provide protection from forced copulation," he adds. "A female that freely chooses her mate should also be less likely to mate with another male. That combination of behaviors provides bower-building males with increased visitation by females and a high chance of being a female's only mate."

Calendar of Events

February 20-29

Tuesday, February 20

Art Exhibition: "The Seventh Annual Prince George's County Juried Exhibition," 11 a.m.-6 p.m., Parents Association Gallery, Stamp Student Union. 4-8493.

National Archives Film Series: The docudrama, "The Tuskegee Airmen," which tells the story of an all African-American Army squadron, noon, National Archives Auditorium at College Park. (202)501-5000.

Physics Department Colloquia: "Bose-Einstein Condensation in a Dilute Atomic Gas," Eric Cornell, fellow, Joint Institute for Laboratory Astrophysics and professor adjunct, University of Colorado, Boulder, 4 p.m., 1410 Physics Bldg. 5-5945.

Peer Computer Training Workshop: "Introduction to Microsoft Word," 6-9 p.m., 3332 Computer Science Center. 5-2941.*

CPR Class: learn adult and pediatric CPR and choking skills, 6-9:30 p.m., two-night class, 3100E University Health Center, \$20 for students, faculty and staff, must register in advance in 2118 University Health Center. 4-8132.*

Wednesday, February 21

Multi-Ethnic Student Career & Job Fair: 9 a.m.-noon, Stamp Student Union, an annual event co-sponsored by the Career Center and the Office of Multi-Ethnic Student Education.

Art Exhibition: "The Seventh Annual Prince George's County Juried Exhibition," 11 a.m.-6 p.m., Parents Association Gallery, Stamp Student Union. 4-8493.

National Archives Lecture and Booksigning: Nat Brandt, who will discuss "Harlem at War: The Black Experience in WWII," noon, National Archives in the Theatre. (202)501-5000.

Molecular and Cell Biology Graduate Program Seminar Series: "Human Retrotransposon L1 Encodes Reverse Transcriptase and Endonuclease Activities," Jef Boeke, Johns Hopkins University School of Medicine, noon-1 p.m., 1208 Zoology-Psychology. 5-6991.

Peer Computer Training Workshop: "Information Resources," 6-9 p.m., 3330 Computer Science Center. 5-2941.*

CPR Class: learn adult CPR and choking skills, 6-9 p.m., 3100E University Health Center, \$10 for students, faculty and staff, must register in advance in 2118 University Health Center. 4-8132.*

Department of English Lecture: Cornelius Eady (poet) and Judith Paterson (writer) will read from their works, 8 p.m., Creative Writing Program, Tortuga Room, Stamp Union. 5-3820.

Thursday, February 22

Mathematics Department Lecture: "Convergence for Mean Curvature Flows and Anisotropy," Claudio Verdi, Università di Matematica, 9:30 a.m., 3206 Math Bldg. 5-5108.

Art Exhibition: "The Seventh Annual Prince George's County Juried Exhibition," 11 a.m.-6 p.m., Parents Association Gallery, Stamp Student Union. 4-8493.

Sun Microsystems Teleconference: "The View from Afar," looks at various technologies that support distance learning, 11:30 a.m.-12:30 p.m., 4210T Hornbake.

Peer Computer Training Workshop: "Introduction to Quattro Pro Windows," 6-9 p.m., 3330 Computer Science Center. 5-2941.*

CPR Class: learn adult and pediatric CPR and choking skills, two-night class, 6-9:30 p.m., 3100E University Health Center, \$20 for students, faculty and staff, must register in advance in 2118 University Health Center. 4-8132.*

University Theatre Production: "Othello" by William Shakespeare, 8 p.m., Tawes Theatre, \$10, \$7 students and seniors. 5-2201 (V/TTY).*

Friday, February 23

Art Exhibition: "The Seventh Annual Prince George's County Juried Exhibition," 11 a.m.-5 p.m., Parents Association Gallery, Stamp Student Union. 4-8493.

Institute for Systems Research Seminar: "TRMM Seminar: Choosing the Best Pollution Treatment," Fernando Burgos, University of Yucatan, Mexico, 11 a.m.-noon, 2168 A.V. Williams Building. 5-6634.

University Theatre Production: "Othello" by William Shakespeare, 8 p.m., Tawes Theatre, \$10, \$7 students and seniors. 5-2201 (V/TTY).*

Department of Dance Presentation: Alvin Mayes' music and dance in celebration of African-American History Month, 8 p.m., Dorothy Madden/Dance Bldg, \$5 general reserved, \$2 for students. 5-3198.*

Saturday, February 24

School of Music Hornfest '96: An array of masterclasses, recitals, exhibits and artists, featuring Barry Tuckwell, Peter Landgren and Jeff Girdler, 8 a.m.-10 p.m., Ulrich Recital Hall, registration required. 5-5542.

Art Exhibition: "The Seventh Annual Prince George's County Juried Exhibition," noon-5 p.m., Parents Association Gallery, Stamp Student Union. 4-8493.

University of Maryland Gospel Choir Concert: 4 p.m., Colony Ballroom, Stamp Student Union. 4-7758.

University Theatre Gears Up for Othello

University Theatre presents "Othello," the classic tale about passion and jealousy by William Shakespeare, on Feb. 22-24 and Feb. 29-March 2.

Performances are at 8 p.m., with a matinee on Sunday, Feb. 25 at 2 p.m. and a special matinee on Feb. 27 at 9:45 a.m.

"Othello" is directed by Mitchell Patrick Hebert and features set design by Daniel Conway, costume design by Helen Huang, lighting design by Daniel Maclean Wagner, sound design by Jessy Terrill and technical direction by David Kriebis.

Audio description is available Feb. 25, sign interpretation is available March 2, and an infrared listening system is available at all performances. Tawes Theatre is accessible to people with physical disabilities.

Tickets are \$10 standard admission and \$7 for students and senior citizens. Special group discounts are also available. Tickets are available through mail order or by phone charge.

For reservations or additional information, call the University Theatre Box Office at 405-2201 (V/TTY) weekdays from 11 a.m. to 4 p.m. or write to University Theatre Box Office, University of Maryland, College Park, MD 20742-1215.



National Archives Lecture and Booksigning: C.S. Harris will discuss the relationship between George Washington and abolitionist William Thorton, noon, 105 National Archives. (202)501-5000.

Committee on Africa and the Americas Lecture: "The Moorland-Spingarn Research Center at Howard University," Thomas Battle, 2-4:45 p.m., 4113 and 4114 Hornbake Library. 5-6835 or 5-7856.

Committee on Africa and the Americas Colloquia: "Race and the Un-American Renaissance: Rethinking the Cold War Cultural History," Lloyd Brown, 3:30-5 p.m., Anne Arundel Honors Lounge. 5-6835 or 5-7856.

Department of Materials and Nuclear Engineering Seminar: "Physics of Failure in Reliability," Michael Pecht, 4 p.m., 2110 Chemical and Nuclear Engineering Building.

Reliability Seminar: "Accelerated Life Testing—How Much to Accelerate?" Henry Caruso, Westinghouse Electric, 5:15-6:15 p.m., 1100 ITV.

University Theatre Production: "Othello" by William Shakespeare, 8 p.m., Tawes Theatre, \$10, \$7 students and seniors. 5-2201 (V/TTY).*

Sunday, February 25

University Theatre Production: "Othello" by William Shakespeare, 2 p.m., Tawes Theatre, \$10, \$7 students and seniors. 5-2201 (V/TTY).*

Monday, February 26

Art Exhibition: "The Seventh Annual Prince George's County Juried Exhibition," 11 a.m.-6 p.m., Parents Association Gallery, Stamp Student Union. 4-8493.

Department of Government and Politics Lecture: Milton Morris, noon-2 p.m., 1111 Tydings. 5-4160.

Peer Computer Training Workshop: "Introduction to Unix," 6-9 p.m., 3330 Computer Science Center. 5-2941.*

Tuesday, February 27

University Theatre Production: "Othello" by William Shakespeare, 9:45 a.m., Tawes Theatre, \$10, \$7 students and seniors. 5-2201 (V/TTY).*

Art Exhibition: "The Seventh Annual Prince George's County Juried Exhibition," 11 a.m.-6 p.m., Parents Association Gallery, Stamp Student Union. 4-8493.

National Archives Film: "Against the Odds: The Artists of the Harlem Renaissance," noon, National Archives Auditorium at College Park. (202)501-5000.

Committee on Africa and the Americas Lecture: "Black Politics in Latin America," Juan Mosquera/Romero Rodriguez, 12:30-1:45 p.m., 1114 Woods Hall. 5-6835.

Physics Department Colloquia: "Cosmology at the Cross-Roads," Paul Steinhardt, 4 p.m., 1410 Physics Bldg.

Peer Computer Training Workshop: "Introduction to Windows 3.1," 6-9 p.m., 3330 Computer Science Center. 5-2941.*

Eighth Annual Polyseminar Lecture: "Unthinking Eurocentrism: Gender and Global Media," Ila Shohat, associate professor of woman's studies and cultural studies, CUNY, 7:30 p.m., 0200 Skinner Bldg. 5-6877.

Symphonic Wind Ensemble Concert: 8 p.m., Grand Ballroom, Stamp Student Union. 5-5548.

Wednesday, February 28

CPR Class: learn adult CPR and choking skills, 9 a.m.-noon, \$15 for students, faculty and staff, IRS forms accepted, must register in advance at 4-8103.

Art Exhibition: "The Seventh Annual Prince George's County Juried Exhibition," 11 a.m.-6 p.m., Parents Association Gallery, Stamp Student Union. 4-8493.

Archival Resources Lecture: "Landmarks of P.G. County," noon, 105 National Archives. (202)501-5000.

Sounding the Humanities Discussion: "Othello" with off-campus guest speaker, noon-12:50 p.m., 0154 Tawes Fine Arts. 5-2201.

Counseling Center Lecture: "Challenges to Undergraduate Education," Robert Hampton, noon-1 p.m., Counseling Center, Shoemaker Bldg.

Committee on Africa and the Americas Symposium: "Making it Official: Creole Languages in the Caribbean," 3-5 p.m., Grand Ballroom Lounge, Stamp Student Union.

Committee on Africa and the Americas Symposium: "Born in the Americas: Languages of the African Diaspora," panel discussion, 3-5:30 p.m., lecture at 7:30 p.m., Grand Ball Room, Stamp Student Union. 5-6835 or 5-7856.

Student Dance Association Informal Showing: completed works and works in progress, 5 p.m., Dorothy Madden Theater.

Departments of Art History & Archaeology Lecture: "Crime and Princely Power in Mantua," David Chambers, Renaissance Studies, Warburg Institute, University of London, 5-6:30 p.m., 2309 Art-Sociology Bldg. 5-6830.

Peer Computer Training Workshop: "Intermediate WordPerfect Windows," 6-9 p.m., 3330 Computer Science Center. 5-2941.*

CPR Class: learn adult CPR and choking skills, 6-9:30 p.m., 3100E University Health Center, \$10 for students, faculty and staff, must register in advance in 2118 University Health Center. 4-8132.*

Committee on Africa and the Americas Lecture: "The Language of Black America," Geneva Smitherman, department of English, Michigan State, 7:30 p.m., Grand Ballroom Lounge, Stamp Student Union.

Molecular and Cell Biology Program Seminar: "Examining Rhodopsin Folding and Assembly Through Expression of Polypeptide Fragments," Kevin Ridge, Center for Advanced Research in Biotechnology, 7:30 p.m., 1208 Zoology-Psychology. 5-6991.

Thursday, February 29

Mathematics Department: "A Nonlinear Galerkin Method in the Collocation Case," Lucia Dettori, UMBC, 9:30 a.m., 3206 Math Bldg. 5-5108.

Art Exhibition: "The Seventh Annual Prince George's County Juried Exhibition," 11 a.m.-6 p.m., Parents Association Gallery, Stamp Student Union. 4-8493.

Peer Computer Training Workshop: "Internet Technologies," 6-9 p.m., 3332 Computer Science Center. 5-2941.*

SKA Concert: Mighty Mighty Bosstones, 7:30 p.m., Grand Ballroom, Stamp Student Union, \$7 with I.D. \$10 without at the Union ticket office.*

University Theatre Production: "Othello" by William Shakespeare, 8 p.m., Tawes Theatre, \$10, \$7 students and seniors. 5-2201 (V/TTY).*

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405- respectively. Events are free and open to the public unless noted by an asterisk (*).

In the absence of a calendar editor, all calendar information for Outlook is downloaded directly from inforM's master calendar, located on the Internet. The editors regret that we are unable to accept calendar items at the Outlook office. However, submissions to inforM can be made by e-mail to: calendar@umail.umd.edu or by mailing the information to the inforM office at 2103 Stamp Student Union. To reach the inforM calendar editors by phone, call 314-8512.

Please note that the inforM calendar editors do not work for Outlook. They do, however, graciously welcome items for submission and input the information, ensuring a comprehensive calendar for both inforM and Outlook.

Listings highlighted in color have been designated as Diversity Year events by the Diversity Initiative Committee.

Lloyd Brown Looks at Race, Racism and Cold War History

African-American novelist, literary historian and political activist Lloyd Brown will speak at a colloquium on race, racism and Cold War history on Thursday, Feb. 22, from 3:30 to 5 p.m. in Anne Arundel Hall Lounge. Brown, whose 1950 novel "Iron City" has been seen as a revolutionary response to Richard Wright's *Native Son*, will be addressing "Race and the Un-American Renaissance: Rethinking Cold War Cultural History."

Brown's life is one of many notable accomplishments. Born in 1912 in St. Paul, Minn., he became active in the Young Communist League (YCL) in 1929, the year of the Stock Market Crash and the onset of the Great Depression. He visited the Soviet Union in 1933-34 and moved to the East Coast to work as an organizer for the YCL and a union organizer for the Congress of Industrial Organizations in Pittsburgh. During World War II, he served for three years in a segregated squadron of the Army Air Corps.

In his work as a novelist and essayist, Brown was a major radical voice in the 1950s when the House Un-American Activities Committee was actively persecuting individuals with suspected communist ties. He challenged members of the African-American community to adopt a more militant stand against the oppressive racism of his time, while also attacking the widespread class oppression which affected people of all racial backgrounds. His literary criticism at this time strongly challenges the works of writers such as Wright, Chester Himes and Ralph Ellison, which Brown felt demonized African Americans in order to communicate their message regarding the effects of racism.

Brown's novel "Iron City" is based upon his experiences when imprisoned in Pittsburgh because of his work as a union organizer there. The novel depicts three African-American communists, imprisoned

because of their political activities, who work to help free a fellow inmate who has been wrongfully convicted of murder and sentenced to death. The novel is a scathing account of the injustices of racism and political intolerance, and shows how, through the work of the imprisoned communists, collective political action can effect social change.

"Iron City" was originally published by Masses and Mainstream, a Communist journal, and went through two printings despite being sold only through direct marketing and word of mouth.

Although it was praised and compared to the works of authors such as Langston Hughes, "Iron City" never received wide public support and was out of print for more than 40 years until it was reissued in 1994 by Northeastern University Press.

Brown continued his work in revolutionary politics through the 1960s, during which time he became the managing editor of the Communist Party weekly *New Masses* and an associate editor of *Masses and Mainstream*. After officially leaving the Communist Party in 1952, he worked with the singer, actor, writer and pro-Communist activist Paul Robeson, writing speeches and columns and assisting Robeson with his book, "Here I Stand". Brown's latest book, to be published this spring, is a biography of Robeson.

Brown's talk, part of the ongoing Black History Month celebration, is jointly sponsored by the English, Comparative Literature, African-American Studies and American Studies departments, the Committee on Africa and the Americas and with a grant from the Diversity Initiative. Copies of "Iron City" will be available at the colloquium, and Brown will be signing copies after his talk.

For more information, please call 405-3750.

—JOSEPH REDINGTON



Lloyd Brown's 1950 novel, *Iron City*, as printed in English, Chinese and Hebrew.

Personnel Offers Host of Spring Training and Development Activities

The Personnel Services department is pleased to announce that the Spring calendar of professional development seminars has been distributed to all regular and contractual staff and faculty. The theme of this calendar is "A Partnership of Personal and Career Development," and all classes focus on professional and personal growth needs. Supervisors and employees alike will find many of these classes helpful in addressing developmental areas identified through the PRD process.

Several highlights of the calendar include a six-session class on Conversational Spanish, targeted to all who interact with Spanish-speaking people, both within and outside the workplace. The New Supervisor seminar will help new supervisors develop the skills to handle the responsibilities of the position. Stephen Covey's "7 Habits of Highly Effective People" is a repeat of our sold-out December class, and is offered in collaboration with the College of Business and Management.

Since spaces for all of our classes are allotted on a first-come, first-served basis, please register early for the classes you are interested in attending. Registration forms are included in the

Training and Development calendar and may be either faxed or mailed to the Personnel Services Department Office of Employee Relations and Training.

Also this Spring, Personnel Services will host a variety of classes and activities related to the New Employee Orientation Program. A perennial

employee orientation program activities are all aimed at helping new employees acclimate to the College Park campus community.

The Personnel Services Adult Basic Education (ABE) and English for Speakers of Other Languages (ESOL) programs provide learning assistance

with reading, writing, math, work and life skills, or preparation for the high school equivalency test (GED). Campus employees who are interested in future enrollment in either of these programs should contact Barbara Rein at 405-5652.

If you have any questions or would like additional information on any of the Spring Training and Development activities, please contact Jean Spanarelli, training and development coordinator at 405-7539 (jspanare@umdacc), or Rythee Lambert, assistant director for employee relations and training, at 405-5651 (elambert@umdacc).

—JEAN SPANARELLI

Professional Development Seminars

February classes include:

Financial Strategies for Changing Times
Interpersonal Relationships and Teams
Managing Your Stress
PRD Training for New Employees

February 22
February 27
February 28
February 29

March classes include:

Conversational Spanish

Continuous Quality Improvement 101
Procurement Information Display
The New Supervisor
Employee Relations and the Supervisor
PRD Training for Supervisors

March 4, 11, 25
April 1, 8, 15
March 7 (a.m.)
March 7 (p.m.)
March 13
March 26
March 27

Resourceful Phillipa Malone Spans Boundaries in Physical Plant

Serving as a resource for managers as well as employees, Phillipa Malone builds bridges in her role as assistant to the director, employee adviser, at the department of physical plant.

"I see myself as a neutral resource to whom employees, at all levels, can come with their problems or concerns," says Malone.

She also works with managers, supervisors and assistant directors on a continuing basis and believes that "if the system really works, then the process will involve supervisors and managers anticipating the problems and coming to me when they need my assistance."

Often, says Malone, supervisors or managers will approach her when they notice that an employee is experiencing a problem or difficulty. "Those are the ones who should be noted for being proactive leaders and they are the ones for whom I have the highest regard. These are the individuals who can be counted on to help resolve differences."

Employees come to Malone with a wide range of problems. Most are concerned about their relationship with their supervisors.

They may want to know how to talk to a supervisor so that it is a positive exchange, not a complaint or confrontation. Others have personal problems, some question evaluations and job duties, and others just need someone to talk to.

Malone's role is different from an employee relations manager's in that she does not participate in the grievance process. If an employee brings a grievance to her, she will refer the person to the employee relations manager. "But first we kind of talk it through and I try to provide them with the best avenues. Ideally, I'd like to resolve it within the department and, in most cases, we achieve that." In some situations, she may refer the person to the university's ombuds officer, Personnel Services or the Human Relations office.

Networking, not only within physical plant, but with other departments, groups and organizations on campus is important, says Malone. Sometimes employees need help that she can not offer them—so she will inform them of other options such as the employee assistance program or other resources in the

Counseling Center or Health Center. Personnel also offers services like the adult literacy and English as a second language programs. "Having, knowing and using the resources around you can make a tremendous difference in the service you provide to those who need your help," she adds.

The department of physical plant is complex, says Malone. The complexity is due to the size—about 800 employees—which is about one quarter of the employee population on campus. It is also a diverse population in terms of race, culture, education and socio-economic levels. "Add to the mix a predominately male population and it makes for an interesting environment."

According to Malone, the human

cerned about growing demands in the workplace resulting from our need to keep pace."

Another component of Malone's position is advising the director of physical plant, Frank Brewer, who uses her as a sounding board for concerns, ideas and changes that may occur. She, in turn, informs him of the potential impact on employees, both positive and negative.

Malone says she respects that Brewer makes an effort to listen to employee groups such as the Race and Gender Task Force, the Communications Focus Group and the Latino forum.

She also offers Brewer her own recommendations for change or improvement. "I recommend how we can more effectively communicate, how managers can respond to employee needs," says Malone. "The director and I are trying very hard to enhance communication efforts across campus. The measure of effectiveness is going to be how timely the information was put out there and how accurate the information remains by the time it reaches its destination."

March will mark Malone's one-year anniversary at the university. She says, "The job has been both challenging and rewarding. I'm learning to reach beyond myself and listen in new ways." She has also learned not to take sides. "The employees are becoming more comfortable with me once they learn I'm objective and not predisposed to either side."

Malone worked for the Prince George's County public library system in human resources and employee relations before coming to Maryland and also managed the library system's volunteer program. She has served as chair of the Interminority Council for Prince George's County and was a member of the county's mediation body.

Malone has a master's degree in human resources from Bowie State University, is a certified professional of human resources and a member of several human resource professional associations.

There are several ways to reach Malone. You can call the physical plant hotline at 405-4DPP or you may call Malone directly at 405-3207. She says employees should feel free to leave a message on her voicemail, as she is the only one who accesses either number. Her e-mail address is: pmalone@umdacc.umd.edu. Or you

may leave a note in the employee adviser mailboxes located across campus.

—JANET CHISMAR



Phillipa Malone



Photos by Scott Suchman

relations aspect of management is often the most difficult part of the job. Business indicators suggest the prevalence of a more competitive

workplace. Thus, she says, "we are challenged to strengthen our human relations skills in order to manage the legitimate interests of employees who are con-

Going Global

Reaka-Kudla Assesses Declining Biodiversity in Coral Reefs

Coral reef ecosystems harbor the highest biodiversity in the marine environment. Yet, virtually every coral reef in the world close to humans is in precipitous decline.

Noted expert Marjorie Reaka-Kudla, professor of zoology, recently presented her latest findings on the decline of biodiversity in coral reefs at the American Association for the Advancement of Science annual meeting in Baltimore.

Providing the first quantified estimate of the known biodiversity of global coral reefs, Reaka-Kudla has shown that the reefs contain approximately 93,000 described species. Her work shows that if coral reefs were equivalently studied and contained as much biodiversity per unit area as their terrestrial counterparts—rain forests—global coral reefs would include roughly 950,000 species. Most species on coral reefs are relatively small, secretive and difficult to collect.

Marine environments, tropical latitudes and invertebrate organisms (those without backbones, which predominate on coral reefs) are known to have been subject to much less scientific study than larger, terrestrial organisms in temperate regions where most scientists reside. "It is likely that only about 10 percent of global coral reef species have been studied and described taxonomically," Reaka-Kudla points out.

"Most importantly, however, most of these small species have small geographic ranges, rendering them highly vulnerable to extinction."

One scientific study has reported that as much as 10 percent of the global coral reef area is degraded beyond recovery and present assessments indicate that another 30 percent will collapse within the next 10 to 20 years. Yet another 30 percent are threatened and, in the absence of intervention, will be degraded in the next 20 to 40 years," she adds.

According to Reaka-Kudla, these data, in combination with the information on the predominantly small geographic ranges of most coral reef species suggest that global coral reefs indeed are in peril, and that major extinction events could occur during the next several decades if human-caused impacts on coral reef communities do not abate.

"The projected losses of almost 20 percent of coral reef species in less than a half century shows that current extinction rates are far higher than those recorded in the fossil record," Reaka-Kudla says. "Effective conservation measures to protect these diverse natural communities must be undertaken at once."

Bagwell and Zacker Award Winners

Drury Bagwell Jr., assistant vice president of Student Affairs and Terry Zacker, assistant director of Union and Campus Programs received awards for their work at the national convention of the Interfraternity Council on Dec. 4.

The Association of Fraternity Advisers presented Bagwell with the Robert H. Schaffer Award which honors someone in higher education for outstanding service to the greek community.

Zacker received the Distinguished Service Award-Eastern Region which recognizes an individual with high professional standards and achievements in men's and women's fraternity advising and other areas of student affairs.

Campus Voices Opinions on Benefits

continued from page 1

vide these benefits, then they need to decide who, when and how," he adds.

Both hearings (the Feb. 14 hearing took place at Towson State University) elicited comments that were "very germane to the deliberations of the committee," says Lippincott.

An equal number of speaking slots was reserved for speakers on both sides of the issue, but when registration concluded, a few openings remained on the con side. Those who favor the extension of benefits were allowed to fill the remaining slots and thus were in the majority at the Stamp Student Union hearing.

Most on the pro side said they felt the lack of a domestic partners policy was a violation of the "equal pay for equal work" standard. Their married colleagues not only receive health insurance for families, but also tuition remission. Adding the dollar value of those benefits means married employees actually "earn" more.

While many of the speakers identifies themselves as being homosexual, a good number of married heterosexuals testified in favor of their colleagues receiving benefits. One professor told of his own experience in a heterosexual domestic partnership.

Most said that sexual orientation or marital status shouldn't influence matters of employment.

A number rejected moral arguments as a basis for not extending benefits to homosexual or unmarried couples.

Two of the speakers offered personal testimony. "It is a matter of life and death," said one whose partner has cancer. It has cost the couple thousands of dollars in medical bills and the ill partner must continue working just to receive benefits. One person's partner who ultimately died of AIDS also was forced to work while ill. And the partner considered quitting his job at the university to care for the ill lover.

Most agreed the university should take a leadership role in ending discrimination and protecting the civil rights of all employees. "We are supposed to be a model of diversity but we look like hypocrites."

Of those who spoke out against the policy, most mentioned moral concerns. "Is the System condoning out-of-wedlock unions?" one student asked. "Such a policy gives the impression that the university doesn't care if students are married or not," said another. One professor conceded that both sides were imposing their own values on each other, but that family values were of greater benefit to society as a whole.

A major concern of those opposed to a domestic partners benefits policy is cost. Students said they are worried about a possible tuition increase brought on by the policy. One faculty member said she was concerned that in light of this issue, the state will reevaluate tuition remission for all employees. Contractual employees don't even receive benefits for their spouses, added a speaker.

A few people testified that they were concerned about the impact on the public: "They would be disturbed to pay taxes to support this." Public support for public education will erode, said a faculty member.

Legality and definitions were mentioned as issues. "Dependents are from a biological and/or legal relationship," said one speaker. "Domestic partnership does not establish rights." He questioned the issue of including a sibling or parent who lives with you.

College Park is well represented on the ad hoc committee which includes two regents, Margaret Alton and Frank Gunther; two university presidents, William E. Kirwan and Hoke Smith of Towson State University; and UM System council chairs Joel Cohen (College Park), from the Systemwide Faculty Council, Paulette Quickley (Bowie State), the Systemwide Staff Council and Kevin Lawrence (College Park), a junior government and politics major from the Systemwide Student Council.

Staff resource persons for the committee include College Park faculty members Ruth Heidelberg, representing the gay and lesbian community and Larry Lauer, who represents those opposing the extension of benefits to domestic partners. Dick Bosstick, of the personnel benefits office, provides the human resources perspective, says Lippincott.

The number of College Park faculty and staff serving on the committee, says Lippincott, is a reflection of this campus's investment in pursuing the issue. The College Park Senate's resolution in 1994 really pushed this process and the committee along, he adds.

With regard to benefits, says Lippincott, there are three parts to consider: institutionally controlled benefits, System controlled benefits and State controlled benefits.

Lippincott likens institutionally controlled benefits to amenities such as library privileges, access to facilities (the Wellness Center, for example) and reduced prices for campus events. Such benefits, he says, would have a minimal cost to the universities.

System controlled benefits include tuition remission, family leave and group life insurance. Tuition remission is the key benefit sought by proponents, says Lippincott.

State controlled benefits such as health insurance and pension programs are benefits that fall outside the control of the UM System, Lippincott says. "The ad hoc committee may recommend to the full board that they take the issue to the state, regarding health insurance, for example, but that's not something we, the System, control," he says.

Tuition remission, he says, is "something we could do as a System, but that's not to say the state wouldn't show interest."

In addition to the public hearings at Towson and College Park, interactive video hook-ups were set up at UMES (14th) and Frostburg (15th) prior to each day's full hearing. Written testimony also was accepted through the 15th.

Opportunities to voice your opinion are still available. Lippincott notes that the System has established an e-mail address: dompart@umsa.umd.edu, that will remain open through March. Lippincott cautions that with the committee slated to make its recommendations to the board by April 12, e-mail comments should probably be submitted no later than mid March.

Site Licensing Become More User-Friendly

The Computer Science Center (CSC) occasionally undertakes self-studies as a means to assure that its operations are effectively serving the campus community. Recently Jennifer Fajman, acting director of the CSC, requested an internal review of the Site Licensing (SLIC) program by a team of seven CSC staff members, led by Ellen Borkowski.

SLIC is a small operation within the CSC that provides computer software and related technical manuals to campus faculty, staff, and students. Through purchases of site licenses, educational discounts and campus subsidies, SLIC provides software service to the campus at substantially lower prices than available commercially. More than 1,000 requests for licenses are processed each year. Licenses range in price from \$25 to \$1000; most are \$70-100.

The road map Borkowski was describing is the three stage problem solving process used by CQI teams: (1) Identify the Problem, (2) Determine Root Causes, and (3) Implement Interventions That Address the Root Causes. The team learned about this process at an orientation session and then used it to plan out target dates for the completion of each part of the process.

The team pursued several strategies to complete each phase. Problem areas were identified by conducting phone interviews with frequent users of the service. In addition, the group compared SLIC operations to similar offices at comparable institutions. This benchmarking technique helped the team identify a reasonable level of standard for SLIC.

Root causes of the problems were identified through interviews with the SLIC staff and by the team touring and observing the SLIC operation. Further study led to generation of solutions which address the causes. Final solutions were presented in a written report to Fajman and a presentation to the CSC senior management group.

Looking back on her experiences with benchmarking in this project, Borkowski has several suggestions for others considering the approach.

- Carefully select your institutions for comparison. A peer at the institutional level may not provide a good match at the service or process you are examining.
- Clearly understand the measures you are seeking. Does the other person calculate the same statistic differently?
- Have your own data organized before you call around. This allows you to exchange information and will help you understand the complexity of the measures you are seeking. Be prepared to distribute the final results.
- Ask for data that tells you something about the performance of a process. Turn-around time can tell you more about how a unit works than data such as unit structure.
- Consider benchmarking to comparable operations outside higher education.

The key findings from the SLIC unit review concerned the nature of internal procedures that affected the delivery of service to campus customers. Specifically, when a 40 customer sample was asked to rate the operation from 1 to 10, the average response was



7. Closely related was the finding that SLIC's turnaround time of about eight days was below the benchmarking average of 2.8 days.

The team made several recommendations for improvement, for example: establishing a standardized ordering procedure, increasing physical space, providing time to catch up on paperwork, providing customer service training, placing software on a server, and developing a better customer needs screening process.

Fajman quickly provided a written follow-up to the team on all of their recommendations and immediately implemented some of the suggested improvements. A graduate student from the MBA program was hired to help develop better business practices for the unit. Wes Redd, manager of consulting services for CSC, was asked to devote part of his time to helping the unit implement the many specific operational recommendations developed by the team. Finally, all the staff have participated in a customer service skills training program.

Continuous Quality Improvement

Larry Crouse's Photographic Memories

You wouldn't know it just to look at him, but Larry Crouse has something in common with Superman.

Is he faster than a speeding bullet? Able to leap tall buildings in a single bound? Well, no. But he does hail from Metropolis, Illinois, that is.

"It's a small town and that's our claim to fame," says Crouse. "We're the only city in the United States officially called Metropolis." Every stop sign in town has a little Superman on it, as does the big water tower, he says. In the town square there's even a 12-foot high statue of the superhero.

These days, Crouse is gaining his own fame as a photographer and manager of Campus Photo Services. But the road to his 27-year career at the University of Maryland began in Metropolis.

"I can't remember a day in my life when I wasn't working," says Crouse. "When I was a kid I did everything I could; I sold garden seeds and calendars door-to-door." After that, it was comic books and fireworks sold off his front porch. "In high school, I worked in a drugstore," he says. Then, he was off to college.



Photographer Larry Crouse feels at home behind the camera.

What had always been a hobby, photography, surfaced as a job at his alma mater, Southern Illinois University. "The entire time I was there I was one of their lead photographers, never thinking I would graduate from college and come to another university working almost the same type of job."

Ironically, Crouse had plans to become a chemical engineer. He was maintaining a B+ average when his father became ill and Crouse dropped out to help out at home for one year.

When he returned to school, Crouse opted to pursue a degree in communications with a major in photography. Even today, though, says Crouse, "I love chemistry."

Following graduation, Crouse enlisted in the military and taught photography. While stationed in

Baltimore, he learned of a photographer's position at College Park. "I left the military on a Thursday and began working here on a Monday," says Crouse.

As manager of a photo shop offering "more than 1,000 services," Crouse believes in giving every customer a smile and courteous treatment. It's a smile that comes easily to this seasoned photographer with the shy, unassuming demeanor.

Crouse arrived at the university in March of 1969. Over the years, he's had his share of interesting photo shoots, but he chalks it all up as part of the job.

He's taken many aerial photographs of campus. An undertaking he calls "fun," Crouse notes that it requires leaning out the door of a single-engine Cessna with only a seat belt to hold him and a "big rubber band" to hold his glasses.

As for other adventures, some 15 winters ago someone thought the cornerstone at the top of a high-rise dormitory building was falling away. "I was called in to photograph it," says Crouse. The College Park fire department brought in their ladder truck and Crouse was lifted to the top of the building—in the midst of a blinding snowstorm, he notes.

In the early '70s, "we [photographers] were doing all of the university photography, everything," says Crouse. "Even now, we have negatives on file of portraits and events taken in the early '70s."

Included in those prints are several of the riots that took place on campus. Trashed buildings, cars being turned over on Route 1, rocks and bricks being thrown. All were captured on film. Until the students learned that campus photographers were taking the photos.

"Then, word got out that we had stored everything we'd photographed in Annapolis Hall," says Crouse, who walked in the front door one morning and found "four National Guard soldiers with rifles drawn as I'm walking down the hall."

While the archival photographs survived the riots, many were destroyed the night Maryland basketball star Len Bias died. "Someone went into Annapolis Hall that night and plugged every drain and turned on every faucet," says Crouse. The building was completely flooded. "We lost a lot of archival material," he says. In the wake of that disaster, Campus Photo Services relocated to its current home on Knox Road.

On the up side, taking photographs for the university has enabled him to meet celebrities such as Bill Cosby, who spoke at Commencement three years ago. "He was in Cole Field House and I happened to glance



Photos by Scott Suchman

over and saw that he was by himself for a few minutes. I just went in and started talking to him," he says.

Such a bold move seems unusual for a self-described "extremely shy" man, but Crouse says he becomes a different person behind a camera. "I have trouble going into a room and talking to people," says Crouse. "One the other hand, give me a professional camera and I can go in and talk to anyone."

One of the other joys of his work, says Crouse, relates to his basic goal in life: to learn at least one new fact a day. Working at a major university, says Crouse, he usually learns more than one new fact every day.

He's also pleased to note the many students and employees he's worked with over the years who've gone on to successful careers of their own. "I like to think I'm doing something right, maybe helping someone," says Crouse. "I believe in passing it on."

As historian of the Columbia chapter of Alpha Phi Alpha fraternity, Crouse put his photographic talents to work last summer compiling a historical display and presentation that earned the group its first ever international award for chapter of the year.

When he's not behind a camera, Crouse likes to relax by fishing. Upon retirement, his plan is to move somewhere near the water and fish on a daily basis.

"I know a lot of people who say fishing is not the 'in' thing, that I should be playing tennis or golf," says Crouse. "But I'm just an old country boy and it's what I like to do. Life is hectic, but you can't rush fish."

—JENNIFER HAWES

For Your Interest

Renaissance Review

On Wednesday, Feb. 28, David Chambers, reader in Renaissance studies at The Warburg Institute in London discusses "Crime and Princely Power in Renaissance Mantua," at 5 p.m. in Room 2309 of the Art/Sociology Building. The free lecture is sponsored by the department of art history and archaeology and the Faculty/Graduate Student Association of the Center for Renaissance and Baroque Studies. A reception follows.

For more information, call Meredith Gill at 405-1482.

Gender and Global Media

As part of the 8th annual Polyseminar Lecture Series, the Women's Studies department and the Curriculum Transformation Project welcome Ella Shohat, associate professor of women's studies and cultural

studies, City University of New York—Graduate Center, and coordinator of cinema studies at CUNY—College of Staten Island. Shohat will discuss "Unthinking Eurocentrism: Gender and Global Media," on Tuesday, Feb. 27 at 7:30 p.m. in Room 0200 of the Skinner Building. For more information, call 405-6877.

Meeting the Need

A faculty and staff blood drive will be held on Tuesday, March 5, in the Prince George's Room of the Stamp Student Union from 10 a.m. to 4 p.m. A goal of 55 units of blood has been established for the campus community.

In this critical time, says Pres. William E. Kirwan, the blood supply is often only a day ahead of patient demand. The blizzard and government shut-down have severely inhibited blood donation, and as a result, the

blood supply for the Washington metropolitan region is at an all-time low.

To make an appointment to donate blood, please call the American Red Cross Office of Blood Services at 559-1359.

Getting Online

This semester, the University Libraries are continuing their successful series of instruction classes for VICTOR, the UM System online catalog, and DIALOG, an online resource database of more than 150 information files.

Thirty classes for VICTOR are scheduled covering the basic steps needed to search periodical indexes to find articles and to locate other materials. The sessions last 50 minutes on Mondays, Wednesdays and Saturdays and 75 minutes on Tuesdays and Thursdays. VICTOR sessions con-

tinue through April 25.

Twenty-eight DIALOG Classes will introduce the basic search strategies and commands needed to access the online resources. Each session will include hands-on practice and last for two hours. DIALOG classes, which begin Feb. 22, will run through May 9.

DIALOG access is available for faculty and students for instruction and curriculum purposes. Faculty or students must attend a class in order to use DIALOG. Those persons with previous experience using the DIALOG files may receive a password by calling Maggie Cunningham at 405-9251.

Classes for VICTOR and DIALOG are held in either McKeldin or Hornbake Library. There is no registration or reservations taken for these sessions. For more information, call 405-9251.